

CHAPTER 3

Civilian Acquired Skills Program

Section I

Introduction

3-1. Purpose

This chapter provides policy and guidance for implementing the Civilian Acquired Skills Program (CASP). CASP attracts and uses persons with civilian acquired skills needed by the ARNG. Persons qualified for CASP may be given an advance in grade upon enlistment. They will be considered for accelerated promotion based on the demonstrated proficiency during duty performance.

3-2. Objectives

- a. To enlist qualified personnel with critical civilian acquired skills.
- b. To increase soldier's job satisfaction.
- c. To improve personnel classification and utilization while maintaining MOS performance standards.
- d. To reduce in-service training loads and costs.
- e. To add means for rapid mobilization of personnel.

3-3. Responsibilities

- a. Chief, National Guard Bureau (CNGB).
 - (1) The CNGB has overall responsibility for policy concerning CASP and will:
 - (2) Conduct periodic reviews for addition and deletion of skills, and submit recommended changes to the Office of DCSPER (ODCSPER)(DAPE-MPA).
 - (3) Develop criteria for skills to be added to the program; review and comment on recommendations submitted by other agencies.
- b. State Adjutant General (AG). The State AG will:
 - (1) Conduct periodic review, and submit recommendations to NGB-ARP-E, for addition or deletion of skills.
 - (2) Review and comment on recommendations submitted by subordinate organizations or individuals.
 - c. ARNG guidance counselors will continue to review applicants' qualifications. Soldiers found qualified under CASP will be offered the opportunity for benefits in concert with State RRM.

d. State Recruiting and Retention Manager (RRM). The RRM will:

(1) Implement processing procedures contained in this chapter.

(2) Develop and implement advertising and procurement plans and procedures to attract qualified applicants for the program.

(3) Actively promote the program and ensure that vocational schools, technical schools, schools of nursing, etc., are canvassed as a source of ready trained assets for ARNG units.

(4) Periodically brief recruiting and retention personnel on current status and updates of the CASP.

e. Commanders of CASP enlistees will:

(1) Ensure that CASP enlistees are properly assigned and considered for accelerated promotions in a timely manner under paragraph 3-11.

(2) Use CASP soldiers in the awarded PMOS for at least 1 year after award of CASP MOS.

f. Training center commanders. Training center commanders will provide reception station processing and required training for CASP soldiers.

3-4. Eligibility

CASP is available to qualified men and women with or without PS. Skills acquired through military service may not be used to qualify for CASP. Applicants must:

a. Meet basic eligibility standards and MOS prerequisites for enlistment (Chapter 2 as appropriate), including skill, training, and work experience (Table 3-1). The latest MOS prerequisites are available on a computer output display by using the QUALS Program of REQUEST. When a person has unusual or unfamiliar training and experience relevant to a CASP MOS, request for determination of equivalency may be submitted to NGB-ARP-E.

b. Have had either the training or the experience in the civilian acquired skill within the preceding 24 months of effective date of enlistment.

3-5. Enlistment periods

a. NPS applicants will be enlisted for a minimum period of service as prescribed by paragraph 2-22. Enlistment under the split-training option is not authorized.

b. PS applicants will be enlisted for a period of time as outlined in paragraph 2-28 or for a mini-

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num of 3 years. Enlistment under the *Try One in the Guard* is not authorized.

Table 3-1

Skills and criteria to qualify for CASP (see notes 1 and 3 below)

To qualify for MOS: 21P10

Titled: Visual Information/Audio Documentation Systems Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as motion picture photographer.

To qualify for MOS: 25S10

Titled: Still Documentation Specialist

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as still photographer or laboratory specialist.

To qualify for MOS: 27B10

Titled: Land Combat Support System Test Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Be eligible for security clearance under AR 604-5.

b. Have 2 years of experience in use of diagnostic test equipment similar to that used for land combat support systems and have mandatory formal training with the contractor who developed the Army's system.

To qualify for MOS: 27E10

Titled: Tow/Dragon Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Be eligible for security clearance under AR 604-5.

b. Have 2 years of experience in use of diagnostic test equipment similar to that used for wire-gul-

ded missile systems test and have mandatory formal training with the contractor who developed the Army's system.

To qualify for MOS: 29Y10

Titled: Satellite Communication Equipment Systems Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Be eligible for SECRET security clearance under AR 604-5.

b. Have 2 years of experience, or combination of formal training and experience totaling 2 years, in installing, operating, and maintaining satellite communications ground station equipment.

To qualify for MOS: 31C10

Titled: Single Channel Radio Operator

With later appointment to: E4

Options: 1, 3, 5, and 8

The following criteria must be met:

a. Be eligible for security clearance under AR 604-5.

b. Have 1 year of experience, or combination of formal training and experience totaling 1 year, as radio teletype operator and be capable of sending and receiving manual teletypewriter operations, in message format, at minimum of 25 words per minute.

To qualify for MOS: 31L10

Titled: Wire System Installer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Be eligible for SECRET security clearance under AR 604-5.

b. Have 2 years of experience, or combination of formal training and experience totaling 2 years, as a wireman, switchboard operator, telephone installer, or pole lineman.

To Qualify for MOS: 35K10

Titled: AVIONIC Mechanic

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

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a. Be eligible for SECRET security clearance under AR 604-5

b. Have 2 years of experience, or combination of formal training and experience totaling 2 years, performing maintenance on communications, navigation, and flight control equipment, installed in aircraft and supporting ground-based AVIONIC equipment.

To qualify for MOS: 35L10

Titled: AVIONIC Communications Equipment Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years experience, or combination of formal training and experience totaling 2 years, in repair of VHF and transistorized UHF, FM, and SSB AVIONIC communications equipment.

To qualify for MOS: 35M10

Titled: AVIONIC Navigation/Flight Control Equipment Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience total 2 years, in repair of such AVIONIC navigation and associated ground equipment as marker beacons, radio direction finders, position fixers, airborne TACAN, and ground beacons.

To qualify for MOS: 39E10

Titled: Special Electrical Devices Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Be eligible for SECRET security clearance under AR 604-5.

b. Have 2 years of experience or combination of formal training and experience totaling 2 years, in repair of special electric devices such as infrared weapon sights, infrared binoculars, microscopes, searchlights, mine detectors, and lighting kits for making aircraft glide angles and airdrop zones.

To qualify for MOS: 41B10

Titled: Topographic Instrument Repair Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as topographic instrument repairer.

To qualify for MOS: 42C10

Titled: Orthotic Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have Associate of Arts Degree in orthotics or prosthetics and certification as orthotic/prosthetic technician by American Board for Certification (ABC), or combination of formal training and experience totaling 3 years as an orthotist or prosthetist.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of an NCO qualified in MOS 42C or a registered certified civilian orthotic technician, assistant practitioner, or an Orthopedic Surgeon (AOC 61M).

To qualify for MOS: 42C20

Titled: Orthotic Specialist

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have Associate of Arts Degree in orthotics or prosthetics plus at least 30 upper-level credit hours toward a Baccalaureate Degree and certification as a registered assistant in orthotics and prosthetics. Also acceptable is a Baccalaureate Degree with certification as practitioner.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of an NCO qualified in MOS 42C or a registered certified civilian orthotic technician assistant practitioner or an Orthopedic Surgeon (AOC 61M).

To qualify for MOS: 42D10

Titled: Dental Laboratory Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Successful completion of an American Dental Association Accredited Dental Laboratory Technician Program, or

b. Be a Certified Dental Technician (CDT) in complete dentures, partial dentures and crown bridge, or

c. Have 3 years experience or a combination of formal education and experience totaling 3 years as a dental laboratory technician with experience in complete dentures, partial dentures, crown and bridge and orthodontics.

d. Successfully complete the 330-91E10 (Dental Specialist) Course.

e. Proficiency training required by paragraph 3 must be performed under supervision of an NCO qualified in MOS 42D or a dental officer.

To qualify for MOS: 42E10

Titled: Optical Laboratory Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Be a graduate of a State-recognized 1 year course in opticianry or be licensed as optician.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of an NCO qualified in MOS 42E or an Optometrist (AOC 68K).

To qualify for MOS: 42E20

Titled: Optical Laboratory Specialist

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have at least 1 year of experience after graduation from State-recognized 1-year course in opticianry or 1-year experience after receipt of license as optician.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of an NCO qualified in MOS 42E or an Optometrist (AOC 68K).

To qualify for MOS: 43M10

Titled: Fabric Repair Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience as tailor, sewing machine operator, or repairer of clothing, textile, canvas, or webbed items.

To qualify for MOS: 44B10

Titled: Metal Worker

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as metal body repairer.

To qualify for MOS: 44E10

Titled: Machinist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as machinist.

To qualify for MOS: 46Q10

Titled: Journalist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Be eligible for security clearance under AR 604-5.

b. Type minimum speed of 20 words per minute.

c. Have 2 years of experience as public relations person, newspaper reporter, or editor, or possess BA degree in journalism.

d. Successfully complete 10 week Journalism course.

To qualify for MOS: 46R10

Titled: Broadcast Journalist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Be eligible for security clearance under AR 604-5.

b. Type minimum speed of 20 words per minute.

c. Have 2 years of experience as paid employee on production staff of licensed radio or television station.

d. Successfully complete 10-week Broadcasting course.

e. Pass voice audition before enlistment.

To qualify for MOS: 51B10

Titled: Carpentry and Masonry Specialist

With later appointment to: E4

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Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience and be certified as Civil Service-rated carpenter or mason, WB-7, or have 2 years of experience and be apprentice member of United Brotherhood of Carpenters and Joiners of America.

To qualify for MOS: 51G10

Titled: Materials Quality Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years experience, or combination of formal training and experience totaling 2 years, as soil scientist, construction engineer, engineering aide, or physical science aide.

To qualify for MOS: 51K10

Titled: Plumber

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as a plumber or pipefitter helper installing and repairing pipe systems, plumbing fixtures, and equipment.

To qualify for MOS: 51M10

Titled: Firefighter

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience as fireman on municipal fire department or as a member of aircraft crash rescue crew.

To qualify for MOS: 51R10

Titled: Interior Electrician

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience and be certified as Civil Service-rated electrician, WB-8, or have 2 years of experience and be an apprentice member of International Brotherhood of Electrical Workers, or equivalent.

To qualify for MOS: 52C10

Titled: Utilities Equipment Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as utilities equipment repairer.

To qualify for MOS: 52G10

Titled: Transmission and Distribution Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience and be certified as a Civil Service-rated electrician WB-8, or have 2 years of experience in the installation of electrical transmission and distribution systems and exterior services and be an apprentice member of the International Brotherhood of Electrical Workers, or its equivalent.

To qualify for MOS: 57E10

Titled: Laundry and Bath Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience in laundry working, dryer operation, or washer operation.

To qualify for MOS: 57F10

Titled: Graves Registration Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience in mortuary science as an identification clerk or funeral attendant.

To qualify for MOS: 62B10

Titled: Construction Equipment Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, in maintenance and repair of gasoline, diesel, electrical-powered engineer construction and associated equipment and be certified as Civil Service-rated Construction Equipment Repairman, WB-10, or have 2 years of experience and be apprentice member of Operating Engineers, AFL-CIO, or equivalent.

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To qualify for MOS: 62E10**Titled: Heavy Construction Equipment Operator**
With later appointment to: E4**Options: 1, 3, 5 and 8****The following criteria must be met:**

a. Have 2 years of experience as operator of crawling or wheeled tractors, graders, or loaders and be certified as Civil Service-rated Heavy Construction Equipment Operator, WB-10, or have 2 years of experience and be apprenticed member of International Union of Operating Engineers, AFL-CIO.

b. Have valid State motor vehicle license.

To qualify for MOS: 62F10**Titled: Crane Operator****With later appointment to: E4****Options: 1, 3, 5 and 8****The following criteria must be met:**

a. Have at least 2 years of experience as crane or terrain forklift operator and be certified as Civil Service-rated crane operator, WB-9, or 2 years of experience and be apprentice member of International Union of Operating Engineers, AFL-CIO.

b. Have valid State motor vehicle license.

To qualify for MOS: 62G10**Titled: Quarrying Specialist****With later appointment to: E4****Options: 1, 3, 5 and 8**

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, in cooperation of quarry machinery.

To qualify for MOS: 62H10**Titled: Concrete and Asphalt Equipment Operator****With later appointment to: E4****Options: 1, 3, 5 and 8****The following criteria must be met:**

a. Have 2 years of experience totaling 2 years, in concrete or asphalt paving operations.

b. Have valid State motor vehicle license.

To qualify for MOS: 62J10**Titled: General Construction Equipment Operator****With later appointment to: E4****Options: 1, 3, 5 and 8**

a. Have 2 years of experience, or combination of formal training and experience totaling 2 years, in operation of general construction machines.

b. Have valid State motor vehicle license.

To qualify for MOS: 63B10**Titled: Light Wheel Vehicle Mechanic****With later appointment to: E4****Options: 1, 3, 5 and 8**

a. Have 2 years of experience, or combination of formal training and experience totaling 2 years, as auto, truck, or diesel mechanic.

b. Have, or be able to satisfy requirements for, operator's permit for equipment assigned.

To qualify for MOS: 63G10**Titled: Fuel and Electrical Systems Repairer****With later appointment to: E4****Options: 1, 3, 5 and 8**

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience, totaling 2 years, in the repair of automotive fuel and electrical systems.

To qualify for MOS: 63H10**Titled: Track Vehicle Repairer****With later appointment to: E4****Options: 1, 3, 5 and 8**

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience, totaling 2 years, in repair and overhaul of engines, powertrains, and chassis components of wheel and track vehicles and material handling equipment.

To qualify for MOS: 67N10**Title: Utility Helicopter Repairer****With later appointment to: E4****Options: 1, 3, 5 and 8****The following criteria must be met:**

Have 2 years experience, or combination of formal training and experience totaling 2 or more years in the repair of Bell Model 204 or Bell Model 205 helicopters.

To qualify for MOS: 67T10**Titled: Tactical Helicopter Repairer****With later appointment to: E4****Options: 1, 3, 5 and 8****The following criteria must be met:**

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Have 2 years experience, or combination of formal training and experience totaling 2 or more years in the repair of Sikorsky Model S-70 helicopters.

To qualify for MOS: 67V10

Titled: Observation Helicopter Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years experience, or combination of formal training and experience totaling 2 years in the repair of Bell Model 206 helicopters.

To qualify for MOS: 68L10

Titled: AVIONIC Communications Equipment Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years experience, or combination of formal training and experience totaling 2 years, in repair of VHF and transistorized UHF, FM, and SSB AVIONIC communications equipment.

To qualify for MOS: 68N10

Titled: AVIONIC Mechanic

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

- a. Be eligible for security clearance under AR 604-5.
- b. Have 2 years of experience, or combination of formal training and experience totaling 2 years, performing maintenance on communications, navigation, and flight control equipment, installed in aircraft and supporting ground-based AVIONIC equipment.

To qualify for MOS: 68Q10

Titled: AVIONIC Flight Systems Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience total 2 years, in repair of such AVIONIC navigation and associated ground equipment as marker beacons, radio direction finders, position fixers, airborne TACAN, and ground beacons.

To qualify for MOS: 68R10

Titled: Avionics Radar Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling two years performing maintenance on terrain following avoidance radar, doppler navigation radar, weather radar, station keeping radar altimeters, IFF, TACAN, and inertial navigation set. Meet security clearance requirements IAW AR 604-5.

~~To qualify for MOS: 71C10~~

~~Titled: Executive Administrative Assistant~~

~~With later appointment to: E4~~

~~The following criteria must be met:~~

- ~~a. Be eligible for security clearance under AR 604-5.~~
- ~~b. Take dictation at minimum rate of 90 words per minute and type at minimum speed of 35 words per minute.~~
- ~~c. Have 2 years of experience as secretary-stenographer or have 1 year of experience and be graduate of accredited business college.~~

To qualify for MOS: 71G10

Titled: Patient Administration Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

- a. Have 1 year training or experience or a combination of 1 year training and experience in medical terminology, medical administration, and management of medical records in a hospital setting.
- b. Proficiency training required by paragraph 3-9, must be performed under supervision of an NCO qualified in MOS 71G or a Patient Administration Officer (AOC 67E).

To qualify for MOS: 71L10

Titled: Administrative Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

- a. Type minimum speed of 45 words per minute.
- b. Have 2 years of experience as secretary or typist or be graduate of accredited business college and have 1 year experience as secretary or typist.

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To qualify for MOS: 72E10

Titled: Tactical Telecommunications Center Operator

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Be eligible for security clearance under 604-5. After 30 Sep 90 must be processed for TOP SECRET with eligibility for access to SCI.

b. Have no record of military or civilian convictions for other than minor traffic violations.

c. Type minimum speed of 25 words per minute on teletypewriter keyboard.

d. Have 2 years of experience, or combination of formal training and experience totaling 2 years, in telecommunications center operation or ADPS hardware with commercial or private industry.

To qualify for MOS: 74D10

Titled: Computer/Machine Operator

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Be eligible for security clearance under AR 604-5.

b. Have 2 years of experience, or combination of formal training and experience totaling 2 years, in operating electrical accounting machines and auxiliary electronic equipment.

To qualify for MOS: 74F10

Titled: Programmer/Analyst

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Be eligible for SECRET security clearance under AR 604-5.

b. Have at least 2 years of experience, or combination of formal training and experience totaling 2 years, as computer programmer.

To qualify for MOS: 76J10

Titled: Medical Supply Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have 1 year experience in materiel warehousing which includes a working knowledge of a manual or automated stock accounting and control

system, materiel inventory procedures, and quality control (environmental and dated items) of medical commodities.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of an NCO (SSG or above) qualified in MOS 76J, or a Health Services Material Officer (AOC 16K).

To qualify for MOS: 77L10

Titled: Petroleum Laboratory Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years experience, or combination of formal training and experience totaling 2 years, as a petroleum refinery laboratory technician.

To qualify for MOS: 77W10

Titled: Water Treatment Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, in water treatment plant operations.

To qualify for MOS: 81B10

Titled: Technical Drafting Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience as draftsman and be certified as Civil Service draftsman, GS-4 or 2 years of experience and be apprentice member of American Federation of Technical Engineers, AFL-CIO, or equivalent.

To qualify for MOS: 81C10

Titled: Cartographer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as map draftsman.

To qualify for MOS: 81E10

Titled: Illustrator

With later appointment to: E4

Options: 1, 3, 5 and 8

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The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, in illustration.

To qualify for MOS: 82B10
Titled: Construction Surveyor
With later appointment to: E4
Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as surveyor.

To qualify for MOS: 82D10
Titled: Topographic Surveyor
With later appointment to: E4
Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, as a surveyor.

To qualify for MOS: 83E10
Titled: Photo and Layout Specialist
With later appointment to: E4
Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, in lithographic offset press plate activities.

To qualify for MOS: 83F10
Titled: Printing and Bindery Specialist
With later appointment to: E4
Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, in photo processing reproduction.

To qualify for MOS: 88H10
Titled: Cargo Specialist
With later appointment to: E4
Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience as longshoreman.

To qualify for MOS: 88K10
Titled: Watercraft Operator
With later appointment to: E4
Options: 1, 3, 5 and 8

The following criteria must be met:

a. Have 2 years of experience as watercraft crew member.

b. Be certified by US Army Marine Qualification Board Guidance counselors will call the Board at Fort Eustis, VA (AUTOVON 927-4261 or commercial (804)878-4261) and provide applicant's qualifications a member of the Board. The Board member will provide instructions for obtaining certification.

To qualify for MOS: 88L10
Titled: Watercraft Engineer
With later appointment to: E4
Options: 1, 3, 5 and 8

The following criteria must be met:

a. Have 2 years of experience, or combination of formal training and experience totaling 2 years, in operation and maintenance of such marine vessel items as generators, motors, electrical systems, ramp mechanisms, winches, pumps, and vessel piping systems.

b. Be certified by US Army Marine Qualification Board. Guidance counselors will call the Board at Fort Eustis, VA (AUTOVON 927 or commercial 804-878-4621) and provide applicant's qualifications to a member of the Board. The Board member will provide instructions for obtaining certification.

To qualify for MOS: 88M10
Titled: Motor Transport Operator
With later appointment to: E4
Options: 1, 3, 5 and 8

The following criteria must be met:

a. Have 2 years of experience as driver of vehicles rated at 5 tons and higher.

b. Have valid State motor vehicle license.

To qualify for MOS: 91B10
Titled: Medical NCO
With later appointment to: E4
Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have successfully completed a state approved course in Emergency Medical Treatment at the Paramedic/Advanced level as an EMT-P.

b. Complete the exportable 300-F14 91B Medical NCO CASP Proficiency Course (may be completed during the period of proficiency training required by paragraph 3-9).

To qualify for MOS: 91C20

Titled: Practical Nurse

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

- a. Have successfully completed State approved course in practical registered or vocational nursing.
- b. Have current State or Commonwealth of Puerto Rico license as practical registered or vocational nurse.
- c. Proficiency training required by paragraph 3-9 must be performed under supervision of an Army Nurse Corps Officer or NCO (SSG and above) qualified in MOS 91C.
- d. Applicants enrolled in approved practical registered or vocational nurse program, having satisfactory academic standings, with reasonable assurance of successfully completing the course, may be enlisted for this MOS option when they are within 6 months of graduation. Applicants must successfully complete the practical registered or vocational nursing course, receive State license, and satisfy training requirements of the CASP to be qualified for the award of MOS 91C20 and accelerated appointment to pay grade E5. Failure to satisfy any of these requirements will result in MOS redesignation. Individual then would be required to complete appropriate training for award of redesignated MOS and subsequent promotions above pay grade E3 will be in accordance with chapter 6, NGR 600-200.

To qualify for MOS: 91D10

Titled: Operating Room Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

- a. Have one year experience as an operating room technician or have completed an operating room technician course of at least 12 weeks duration. The course curriculum must contain the following key elements: a supervised clinical practicum of not less than 240 hours; basic science sterilization; duties of the scrub technician, and duties of the circulator.
- b. Proficiency training required by paragraph 3-9 must be performed under the supervision of an Army Nurse Corps Officer or NCO (SSG or above) qualified in MOS 91D.

To qualify for MOS: 91E10

Titled: Dental Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

- a. Have successfully completed a six month course for dental assistants.
- b. Proficiency training required by paragraph 3-9 must be performed under supervision of a Dental Corps Officer or NCO qualified in MOS 91E.

To qualify for MOS: 91E20

Titled: Dental Specialist

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

- a. Have successfully completed a six month course for dental assistants. Individual must have at least 2 1/2 years of experience in chair-side assistant duties or possess certificate, diploma or associate or higher level degree, awarded for successful completion of 2 years or longer course in dental hygiene. This meets the requirements of paragraph 3-9.
- b. Proficiency training required by paragraph 3-9 must be performed under supervision of a Dental Corps Officer or NCO qualified in MOS 91E.

To qualify for MOS: 91H10

Titled: Orthopedic Specialist

With later appointment to: E4

Options: 2, 4, 6, and 7

The following criteria must be met:

- a. Have one year of general experience as medical aid or assistant, or as a member of rescue or ambulance team, which provided knowledge of hospital medical, or clinical routines and emergency procedures, and one year of specialized experience or training in cast room as technician or have two years of specialized experience or training in cast room techniques.
- b. Proficiency training required by paragraph 3-9 must be performed under supervision of Physical Therapy Officer (AOC 65B) or NCO qualified in MOS 91J.

To qualify for MOS: 91H20
Titled: Orthopedic Specialist
With later appointment to: E5
Options: 2, 4, 6, and 7

The following criteria must be met:

a. Have one year of general experience as medical aid assistant or member of a rescue or and ambulance team and two years of experience, or combination of formal training and experience totaling three years in cast room techniques.

b. Proficiency training required by paragraph 3-9 and must be performed under supervision of an NCO qualified in MOS 91H or an Orthopedic Surgeon (AOC 61M).

To qualify for MOS: 91J10
Titled: Physical Therapy Specialist
With later appointment to: E4
Options: 2, 4, 6, and 7

The following criteria must be met:

a. Posses an Associate Degree in Physical Therapy from a Physical Therapist Assistants' Program accredited by the American Physical Therapy Association and a state license to practice. In states where license/certification to practice as a PTA is not contingent upon program completion, applicant may submit a copy of current license/certification with appropriate letters of recommendation reflecting a minimum of one year work experience as a PTA. At least one letter must be forwarded by the individual's immediate supervisor. The application must be approved by Chief, Physical Therapy Branch, Academy of Health Sciences.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of Physical Therapy Officer (AOC 65B) or an NCO qualified in MOS 91J.

To qualify for MOS: 91L10
Titled: Occupational Therapy Specialist
With later appointment to: E4
Options: 2, 4, 6 and 7

The following criteria must be met:

a. Be certified occupational therapy assistant (COTA) by American Occupational Therapy Association.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of an Occupational Therapy Officer (AOC 65A) or an NCO qualified in MOS 91L.

To qualify for MOS: 91N10
Titled: Cardiac Specialist
With later appointment to: E4
Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have one year of experience as medical aid or assistant which provided knowledge of hospital, medical, or clinical routines and procedures, and one year of specialized training and experience in administering electrocardiograms, Holter screening, treadmill testing and administering exercise stress tests with physician supervision.

b. Successfully complete 4 week proficiency training at a MOSC 91N Phase II training site. This meets the requirement of paragraph 3-9.

To qualify for MOS: 91N20
Titled: Cardiac Specialist
With later appointment to: E5
Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have three years of experience in administering electrocardiograms, Holter screening, treadmill testing, and administering exercise stress tests with physician supervision.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of a Medical Corps officer or an NCO qualified in MOS 91N.

To qualify for MOS: 91P10
Titled: X-Ray Specialist
With later appointment to: E4
Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have successfully completed a 24 month or longer course in X-ray technology, or be certified as X-ray technologist by American Registry of Radiologic Technology.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of a Radiologist (AOC 61Q, 61R or 61S) or an NCO qualified in MOS 91P.

To qualify for MOS: 91P20

Titled: X-Ray Specialist

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have 1 year experience after completion of a 24 month or longer course in X-ray technology, or be certified as X-ray technologist by American Registry of Radiologic Technology.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of Radiologist (AOC 61Q, 61R, 61S, or NCO qualified in MOS 91P.

To qualify for MOS: 91Q10

Titled: Pharmacy Specialist (see note 2)

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Be a graduate of an accredited college of pharmacy or have successfully completed a Pharmacy Technician training program accredited by the American Society of Hospital Pharmacists.

b. If employed as a Pharmacy Technician in a state which required licensure or certification, possess such a current license or certificate to practice.

c. Proficiency training required by paragraph 3-9 must be performed under supervision of a Pharmacy Officer (AOC 68H) or an NCO qualified in MOS 91Q.

To qualify for MOS: 91Q20

Titled: Pharmacy Specialist (See note 2)

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Be graduate of accredited college of pharmacy recognized by DA, or have successfully completed a Pharmacy Technician training program accredited by the American Society of Hospital Pharmacists.

b. If employed as a Pharmacy Technician in a state which requires licensure or certification, possess such a current license or certificate to practice.

c. Proficiency training required by paragraph 3-9 must be performed under supervision of a Pharmacy Officer (AOC 68H) or an NCO qualified in MOS 91Q.

To qualify for MOS: 91T10

Titled: Animal Care Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have diploma of animal technician from college or university accredited by American Veterinary Medical Association; or two years of experience caring for or assisting in care and treatment of animal patients in veterinary hospitals, dispensaries or clinics. (Must present notarized statement of employment.)

b. Proficiency training required by paragraph 3-9 must be performed under supervision of a Veterinary Corps Officer or an NCO qualified in MOS 91T.

To qualify for MOS 91U10

Titled: Ear, Nose, and Throat Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have two years of experience as nursing assistant to medical doctor specializing in ear, nose, and throat care and treatment or Baccalaureate or higher level degree in audiology or speech therapy from accredited college or university.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of an Otolaryngologist Officer (AOC 60T) or an NCO qualified in MOS 91U.

To qualify for MOS: 91V10

Titled: Respiratory Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have graduated from an accredited program or a program holding a Letter of Review from the Joint Review Committee for Respiratory Therapy Education; or be certified as a Respiratory Therapist by the National Board for Respiratory Care. [Phone (817) 283-2835 to validate accreditation/Memorandum of Review of training programs.] Those who enlist more than two years following graduation or certification must present a letter from their supervisor stating that they are competent.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of a Medical Corps Officer, a civilian Registered Respiratory Therapist or an NCO qualified in MOS 91V.

To qualify for MOS: 91Y10

Titled: Eye Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Successfully complete ophthalmic assistance course.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of an Optometry Officer (AOC 68K), Ophthalmologist (AOC 60S) or an NCO qualified in MOS 91Y.

To qualify for MOS: 91Y20

Titled: Eye Specialist

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Successfully complete ophthalmic technician course.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of an Optometry Officer (AOC 68K), Ophthalmologist (AOC 60S) or an NCO qualified in MOS 91Y.

To qualify for MOS: 92B10

Titled: Medical Laboratory Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have graduated within the previous 24 months from a Medical Laboratory Technician Training program of at least one year in length approved by the Committee on Allied Health Education and Accreditation; or at least 12 months of clinical laboratory experience in the 24 months preceding enlistment that includes work in each of the clinical laboratory disciplines of blood bank, chemistry, hematology, and microbiology. Documentation must include a copy of the school certificate with original date not more than 2 years prior to enlistment; or a letter from a national certified pathologist or clinical laboratory supervisor that stipulated the required experience was attained not more than 2 years prior to enlistment.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of a Clinical Laboratory Officer (AOC 68F), Pathologist (AOC 61U), Clinical Pathologist (AOC 61V), or an NCO (SSG or above) qualified in MOS 92B.

To qualify for MOS: 92B20Y1

Titled: Medical Laboratory Specialist

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Certification as a Medical Laboratory Technician (MLT) by the Board of Registry of the American Society of Clinical Pathologists, or certification as a Clinical Laboratory Technician (CLT) by the National Certification Agency for Clinical Laboratory Personnel or certification as Medical Laboratory Technician (MLT) by the board of American Medical Technologists. (Those awarded 92B20Y1 are considered as having completed the advanced medical laboratory course (92B30) and are eligible for promotion to E6 and above without further medical training).

b. Proficiency training required by paragraph 3-9 must be performed under supervision of a Clinical Laboratory Officer (AOC 68F), Pathologist (AOC 61U), Clinical Pathologist (AOC 61V), or an NCO (SSG or above) qualified in MOS 92B.

To qualify for MOS: 92E20

Titled: Cytotechnologist

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Be registered as a Cytotechnologist (CT) by the American Society of Clinical Pathologist.

b. Proficiency training required by paragraph 3-9 must be performed under supervision of a Medical Oncologist (AOC 61B), pathologist (AOC 61U), Clinical Pathologist (AOC 61V), Clinical Laboratory Officer (AOC 68F) or an NCO qualified in MOS 92E.

To qualify for MOS: 93C10

Titled: Air Traffic Control (ATC) Operator

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Meet Army Class II medical fitness standards in AR 40-501.

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b. Have FAA control tower operator's certificate and control tower facility training.

To qualify for MOS: 93D10

Titled: Air Traffic Control System, Subsystem and Equipment Repairer

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience or combination of formal training and experience totaling 2 years, performing maintenance on Air Traffic Control (ATC) communications, navigational aide (NAVAID) and unit avionic equipment (checks and adjustments) associated with ATC systems. (Questionable cases contact the proponet at Ft Rucker, AL)

To qualify for MOS: 94B10

Titled: Food Service Specialist

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Have 2 years of experience, or combination of formal training and experience totaling 2 years, in preparing meals in commercial or institutional activities. Does not include work experience in fast food franchise or similar experience.

To qualify for MOS: 94F10

Titled: Hospital Food Service Specialist

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have 2 years of experience, or combination of formal training and experience totaling 2 years, in preparing hospital meals, special foods, formulas, and nourishments, or be a graduate of an approved Dietetic Assistant or Dietetic Technician program.

b. Successfully complete 94B (Food Service Specialist) course.

c. Proficiency training required by paragraph 3-9 must be performed under supervision of a Hospital Dietitian (AOC 65C).

To qualify for MOS: 96B10

Titled: Intelligence Analyst

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met.

a. Be eligible for SECRET security clearance under AR 604-5.

b. Meet additional requirements for MOS under AR 614-200.

c. Must have completed a minimum of 2 years of accredited college studies in either political science, journalism, psychology, computer science, or geology or minimum of 2 years of experience with State or US Government in the field of intelligence analyst or related field.

d. Successfully complete resident Intelligence Analyst Course (96B) at USAICS within 18 months of initial enlistment.

To qualify for MOS: 96D10

Titled: Imagery Analyst

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met:

a. Be eligible for SECRET security clearance under AR 604-5.

b. Meet additional requirements for MOS under AR 614-200.

c. Have near vision correctable to approximately 14/14 (inches), distant vision correctable to 20/20 standard Snellen, normal stereoscopic acuity, with or without correction (tested on stereoscopic instrument).

d. Have 2 years of experience, or combination of formal training and experience totaling 2 years, as topographic surveyor, topographic draftsman, photogrammetrist, geologist, cartographic aide, or aerial photography interpreter.

To qualify for MOS: 97E1L

Titled: Interrogator

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Be eligible for SECRET security clearance under AR 604-5.

b. Meet additional requirements for MOS under AR 614-200.

c. Have reading and listening comprehension of at least "2" in needed foreign language under AR 611-6. Language proficiency testing will be accomplished at MEPS under AR 601-270 for applicants who claim proficiency in needed foreign language and meet above requirements.

d. Successfully complete Voice Interrogator Course.

e. Special instructions are as follows:

(1) Requirements for ARNG will be obtained from units vacancy lists.

(2) Persons who enlist through this program will not receive language training. On the Annex to DD Form 4, NGB Form 594, guidance counselors will complete the statement to indicate enlistee's language. (Example: "I understand that my civilian acquired skill as a Korean linguist, MOS 98G1LKP, will be recognized upon enlistment and..."). The MOSC, to include proper language identifier, also will be entered as shown above.

To qualify for MOS: 98G2L

Titled: Voice Interceptor

With later appointment to: E5

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Be eligible for TOP SECRET security clearance under AR 604-5.

b. Must meet all requirements of AR 601-210, Table 9-13.

c. Have listening and reading comprehension of at least "2" in needed foreign language in AR 611-6. Language proficiency testing will be accomplished at MEPS under AR 601-270 for applicants who claim proficiency in needed foreign language and meet above requirements.

d. Successfully complete Voice Interceptor Course.

e. Must attain a minimum score on the English Level Comprehension Test (ECLT 7200L or its replacement).

f. Special instructions are as follows:

(1) Requirements for ARNG will be obtained from units vacancy lists.

(2) Persons who enlist through this program will not receive language training. On the Annex to DD Form 4, NGB Form 594, guidance counselors will complete the statement to indicate enlistee's language. (Example: "I understand that my civilian acquired skill as a Korean linguist, MOS 98G1LKP, will be recognized upon enlistment and..."). The MOSC, to include proper language identifier, also will be entered as shown above.

To qualify for MOS: 01H10

Titled: Biological Science Assistant

With later appointment to: E4

Options: 2, 4, 6 and 7

The following criteria must be met:

a. Have bachelors degree with specialization in biology, bacteriology, chemistry, toxicology, physiology, organic chemistry, physics, microbiology, zoology, parasitology, botany, pharmacology, entomology, biochemistry or other related physical science or medical allied science.

b. Be approved by Chief, Health Services Branch (DAPC-EPM-H), PersCom (formerly TAPA), Phone AV 221-8034 or commercial (703) 325-8034 for approval to enlist and participate in a specific research project).

c. Successfully complete 8 weeks proficiency training at the location of the assigned research project. This meets the requirement of paragraph 3-9.

d. Foreign transcripts must be evaluated before contacting approval authority above. See Chapter 2 for evaluation procedures.

To qualify for MOS: 02B10

Titled: Cornet/Trumpet Player

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02C10

Titled: Baritone/Euphonium

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02C20

Titled: Baritone/Euphonium

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02D10

Titled: French Horn Player

With later appointment to: E4

Options: 1, 3, 5 and 8

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The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02D20

Titled: French Horn Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02E10

Titled: Trombone Player

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02E20

Titled: Trombone Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02F10

Titled: Tuba Player

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02F20

Titled: Tuba Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02G10

Titled: Flute/Piccolo Player

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02G20

Titled: Flute/Piccolo Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02H10

Titled: Oboe Player

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02H20

Titled: Oboe Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02J10

Titled: Clarinet Player

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02J20

Titled: Clarinet Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02K10

Titled: Bassoon Player

With later appointment to: E4

Options: 1, 3, 5 and 8

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The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02K20

Titled: Bassoon Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02L10

Titled: Saxophone Player

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02L20

Titled: Saxophone Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02M10

Titled: Percussion Player

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02M20

Titled: Percussion Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02N10

Titled: Piano Player

With later appointment to: E4

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02N20

Titled: Piano Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02T10

Titled: Guitar Player

With later appointment to: E

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02T20

Titled: Guitar Player

With later appointment to: E5

Options: 1, 3, 5 and 8

The following criteria must be met: Meet criteria and bandsman technical proficiency requirements contained in Table 3-2.

To qualify for MOS: 02U10

Titled: Electric Bass Guitar Player

With later appointment to: E4

The following criteria must be met: (See MOS 02B10)

To qualify for MOS: 02U20

Titled: Electric Bass Guitar Player

With later appointment to: E5

The following criteria must be met: (See MOS 02B10)

Notes:

1. Additional skills and criteria authorized for Army CASP as listed in Table 7-1, AR 601-210 may be used under the ARNG CASP when specifically authorized by NGB-ARP-E. Telephonic concurrence is authorized between State AG and NGB-ARP-E.

2. Applicant must have no record of conviction of any Federal or State Statute relating to use, growth, processing, manufacture, sale, disposition, possession, transportation, or importation of

narcotic drugs, marijuana, and depressant or stimulant drugs or substances.

3. Must meet the security clearance, physical demands ratings, mandatory formal training, and additional testing requirements of AR 611-101 for initial MOS qualification.

Section II

Training Requirements

3-6. Enlistment training options available under CASP

An applicant's age at enlistment, service obligation if applicable, prior military service, and MOS selected will determine applicable training options. Table 3-3, located at the end of this chapter, lists training options available to persons qualifying for enlistment under CASP.

3-7. BT requirement

a. Applicants not having prior military service or who did not complete BT during previous military service must complete a period of BT.

b. Male applicants, under 26 years of age, with no prior military service, must complete at least 12 consecutive weeks of IADT [Title 10 USC 511(d)].

3-8. Requirement for prerequisite training

a. Other than that listed in Table 3-1, no MOS training during IADT will be offered to CASP applicants.

b. Some MOS available under the CASP require completion of a specified course as a prerequisite for awarding the MOS (Table 3-1). (For example 91A AIT is required for award of MOS 91C.) Award of the CASP MOS and promotion to the accelerated grade will not be considered until successful completion of all required training including prerequisite training if required.

c. This prerequisite training may be accomplished during IADT, or ADT at a later date, or through completion of correspondence courses or approved USAR/ARNG schools.

3-9. Requirement for proficiency training

CASP enlistment training options require completion of a specified period of proficiency training as a prerequisite for awarding of the MOS (Table

3-3). Proficiency training is a specified period of time during which the soldier functions in the MOS for which enlisted. The training should be performed during regularly scheduled training assemblies or equivalent training periods. The training is a transition period in which the soldier learns to apply the civilian acquired skill to the military. Proficiency training time will be used by the commander to evaluate the soldier's ability to function in the specific MOS. Before award of MOS and promotion to the accelerated pay grade, the soldier must be able to perform the major duties and meet physical demands rating and qualifications of AR 611-201.

Section III

CASP Personnel Management

3-10. Determination of qualifications and enlistment grades

a. CASP applicants must present valid evidence of completion of required civilian training to enlistment authorities. This evidence may include certificates, diplomas, union cards, or employment records showing the period of actual work experience, training received, degree of proficiency attained, and a summary of duties and training in the civilian acquired skill. Training may include successful completion of union, industry, or Government recognized training or apprenticeship programs. Certificates and diplomas submitted by applicants must bear the original seal of the institution, or be notarized as true copies.

b. Applicants who meet training and work experience requirements (Table 3-1) and satisfy all other enlistment criteria will be enlisted in pay grade E3. On successful completion of BT and other training listed in the appropriate option of Table 3-3, individuals may be promoted (*not guaranteed*) to the accelerated grade indicated in Table 3-1.

~~c. Applicants who have successfully completed vocational or technical training in skills required by the ARNG (listed in d below), or are presently enrolled in their senior year of an accredited vocational or technical secondary school, may be enlisted in pay grade E2. After successful completion of BT and any additional training listed in the proper option of Table 3-3, these persons may be~~

~~promoted (not guaranteed) to pay grade E3. Prerequisites below must be met at time of enlistment:~~

~~(1) Documentary evidence that vocational or technical training was or will be pursued for at least 2 years. Such documents:~~

~~(a) Must be validated by the applicant's high school principal or the official school records custodian or vocational or technical high school official;~~

~~(b) May include skill level and leadership recognition from vocational or technical student organizations such as Vocational Industrial Clubs of America or Office Education Association;~~

~~(2) Qualifications as required by REQUEST for the MOS selected;~~

~~d. The only MOS and skill levels available to applicants qualifying for CASP enlistment under c above are the following: 41E10, 41J10, 44B10, 44E10, 51B10, 51R10, 57F10, 63B10, 63G10, 63H10, 71G10, 71L10, 74F10, 77W10, 81B10, 81C10, 81E10, 82B10, 83E10 and 94B10.~~

e. Determination of qualifications and enlistment grades for persons applying under ARNG Bands Enlistment Options will be as specified in Table 3-2.

3-11. Award of MOS and accelerated promotions.

a. Applicant enlisted under CASP will be in pay grade E3 or E2 if they meet the criteria of Table 3-1, or paragraph 3-10c as appropriate. Promotion to the accelerated grade and award of the MOS authorized by the enlistment agreement may be made with the approval of the unit commander after successful completion of all training required by the enlistment option in Table 3-3. The accelerated grade of rank will be awarded to qualified soldiers without regard to time in grade or time in service provided the accelerated promotion grade does not exceed the grade of the MTOE/TDA position to which the soldier is assigned. After having been awarded the CASP MOS and promoted to the accelerated grade, promotions and classification actions will be governed by chapter 6.

b. The soldier's commander may deny or defer promotion to the accelerated grade. Reasons for denying or deferring promotion may be any failure of the soldier to demonstrate proper conduct during the proficiency training period or failure to demonstrate minimum level of performance for the

MOS. The commander will be guided in this determination by the minimum MOS qualifications as described in AR 611-201 and this regulation.

c. The soldier must be advised in writing by the commander of the reason for denying or deferring accelerated promotion. A record of the counseling, including basis and results, will be entered in the soldier's MPRJ (DA Form 201) as a permanent document only when promotion has been denied. The soldier will indicate on the counseling statement that he or she has read the statement and has or has not submitted a statement in his or her own behalf.

d. On denial of accelerated promotion to authorized CASP grade, the commander may appoint the soldier to any grade, not lower than grade enlisted, providing soldier is not already serving in that grade. (For example, a soldier enlisted in grade E3 is appointed to E4 on denial of promotion to E5.)

e. The commander may defer promotion for up to four regularly scheduled (4-hour duration) training assemblies if the soldier's performance does not clearly warrant promotion or denial of promotion at the end of the proficiency training of 8 weeks, or as listed in Table 3-3. After completion of the initial proficiency training and the deferred period as indicated above, the soldier may be promoted to the higher or lower grade as provided in d above, or denied promotion. Interim promotions pending final decision are not authorized. A final decision must be made by the end of the deferred period. Persons failing to perform successfully in the skill, and who are not provided accelerated promotion, will be considered for future promotions along with their contemporaries under chapter 6.

f. Deferral or denial of accelerated promotion to CASP soldiers will not constitute a breach of enlistment contract or agreement, nor result in an unfulfilled enlistment commitment.

3-12. CASP enlistment control

CASP applicants must be projected or assigned to a MTOE/TDA unit vacancy or projected unit vacancy in accordance with the soldier's CASP MOSC.

3-13. AT restrictions

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NPS applicants who enlist under CASP may not be ordered to AT until successful completion of BT.

3-14. Mobilization readiness and deployability

a. CASP enlistees will be reported as MOS qualified for mobilization readiness when all of the following actions are accomplished:

- (1) Successful completion of BT.
- (2) Satisfactory completion of MOS prerequisite training if required by the MOS for which enlisted.
- (3) Promotion to accelerated grade shown on enlistment agreement.
- (4) Award of CASP MOS as PMOS.
- (5) Denied the accelerated advancement, but promoted to a lower grade and awarded CASP MOS.

b. Title 10 USC 671 requires a minimum of 12 weeks of BT or equivalent before a member of the military service may be deployed overseas. The DCSPER has determined that completion of training programs and options outlined in Table 3-3 equals the 12 week BT requirement of the statute.

Section IV

Enlistment Processing Procedures

3-15. Processing procedures

a. Processing procedures as outlined below will be followed for all CASP applicants.

(1) Recruiters will review and verify qualifications before sending the applicant to the guidance counselors. Applicants requiring approval by State AG will be forwarded to that office by recruiters prior to sending to the guidance counselors. Guidance counselors will verify qualifications, complete necessary enlistment forms and processing.

(a) Each applicant will submit documents that verify length and successful completion of education, training and experience for applicable skill. These documents must bear the original seal of the issuing agency or be notarized. Documents will include, but are not limited to the following: school transcripts; certificates of completion of training; certificates of registration with a Board of Registry or professional society; diplomas; employment records; union membership cards; certification as a civil service apprentice or journeyman. Civil

Service Standard Form 50 (Notification of Personnel Action) may be used; and certification of applicant's typing or dictation when required.

(b) Applicant applying under paragraph 3-10c of this regulation must present documentary evidence described in that paragraph.

(2) PS applicants with a remaining statutory obligation will:

(a) Enlist for number of years, months and days required to fulfill remaining statutory obligation period, but not less than 3 years.

(b) If prerequisite MOS training is required, be enlisted in pay grade authorized by Table 2-5, this regulation, but not less than pay grade E3, nor in a pay grade higher than authorized for the CASP MOS in Table 3-1. On successful completion of all required training, the soldier may be promoted to accelerated grade authorized for CASP MOS by Table 3-1, if enlisted in a lower grade.

(c) Be enlisted in the pay grade authorized by Table 3-1 for the CASP MOS when no prerequisite training is required.

(d) Not be required to perform a period of proficiency training.

(3) PS personnel with no remaining statutory obligation will be enlisted or reenlisted for at least 3 years; (b), (c), and (d) above apply.

(4) All personal documents used to verify applicant's qualification will be reproduced and attached to and distributed with each copy of the DD Form 4-Series. Original copies will be returned to the applicant.

(5) NGB Form 594.

(a) Applicant will sign completed form in quadruplicate.

(b) Applicant will initial selected option and any corrected errors made.

(c) The MOS for which applicant enlists, and the pay grade to which accelerated promotion is authorized, will be entered in the space provided.

(d) Recruiter will explain to each CASP applicant that accelerated promotion above grade E3 is not guaranteed, but is contingent upon demonstrated performance and conduct. If either the applicant's performance and/or conduct are such that promotion is not recommended, it may be deferred or denied by the commander. This will not constitute a breach of enlistment contract.

(e) Enter the Annex letter assigned to NGB Form 594 in the space provided and in item 10, DD Form 4.

(f) Distribution of NGB Form 594 will be as in annex to DD Form 4.

b. Procedures for requesting training spaces will be as outlined below.

(1) Training spaces for NPS CASP enlistees requiring BT, or a prerequisite AIT, or a combination of both, will be allocated through the REQUEST System.

(2) PS training spaces for enlistees required to attend BT will be allocated via the REQUEST system.

(3) Training spaces for CASP enlistees, requiring only prerequisite AIT, will be requested through channels to the State AG. Spaces are allocated by the ARNG Military Education Branch (NGB-ARO-E) and not through REQUEST.

(4) Orders for CASP enlistees processed at MEPS will be in accordance with USMEPCOM 601-19.

3-16. Record entries

For ARNG Bands Options, see Table 3-2 for record entries. Records of applicants enlisting under CASP will contain the following entries:

(1) In the DD Form 1966 series, enter in item 39 one of the following:

(a) Enlisted for CASP MOS (specify) with promotion to pay grade (specify) on completion of BT and proficiency training on IADT (at least 23 weeks) and return to unit. (Table 3-3, option 1).

(b) Enlisted for CASP MOS (specify) with promotion to pay grade (specify) on completion of BT and prerequisite AIT and return to unit. (Table 3-3, option 2, 4 or 6.)

(c) Enlisted for CASP MOS (specify) with promotion to pay grade (specify) on completion of BT and 48 hours IDT. (Table 3-3, option 3 or 5.)

(d) Enlisted for CASP MOS (specify) with promotion to pay grade (specify) on completion of BT (if required), or prerequisite AIT (if required), or both (if required) and on return to unit. (Table 3-3, option 7.)

(e) Enlisted for CASP MOS (specify). (Table 3-3, option 8.)

(2) In item 43a, Specific Options Enlisted For, enter the following: "CASP Option (specify), Table 3-3, NGR 600-200."

Table 3-2

Army Bands Enlistment Option

Line: 1

Item: Name of option

Comment: ARNG Bands Enlistment Option

Line: 2

Item: Description of option

Comment:

- a. Assignment to an ARNG Band
- b. Accelerated appointment to advanced pay grade without regard to time in grade and time in service requirements.
- c. Entry on IADT for training in pay grade E3.

Line: 3

Item: Available to

Comment: PS and NPS applicants qualified for enlistment in the ARNG, who meet criteria for CASP as modified by this table.

Line: 4

Item: Prerequisites that must be met before enlistment

Comment:

- a. Meet basic eligibility criteria for enlistment as prescribed in chapter 2.
- b. Meet eligibility criteria for enlistment in CASP as prescribed by Table 3-1.
- c. Meet additional requirement of passing qualifying audition in the band MOS for which enlisting. Qualifying audition must be administered by an authorized auditioner as defined in line 7 of this table.

Line: 5

Item: Prerequisites that must be met after enlistment

Comment:

- a. Successfully complete training requirements prescribed by Table 3-3. Training will be determined by the option of Table 3-3 under which applicant was enlisted.
- b. Qualify for retention in bandsman assignment by satisfactory performance of duty and technical competence as determined by the bandmaster of unit to which assigned.

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c. Satisfactory attendance with assigned band at all scheduled training assemblies and AT periods during period of assignment to the band.

Line: 6**Item:** Information to applicants**Comment:** Applicant will be informed of previous five items and will be:

a. Oriented on duties associated with enlistment MOS as outlined in AR 611-201.

b. Advised that appointment to accelerated grade is contingent on all of the following:

(1) Successful completion of all required training.

(2) Recommendation by the Bandmaster based on person's demonstrated duty performance for a period of at least 20 unit training assemblies.

(3) Unity vacancy in grade and MOS in which promotion is anticipated.

c. Advised that failure to complete BT successfully may result in separation from ARNG under AR 635-200.

d. Advised that failure to demonstrate technical competence, or perform satisfactorily during proficiency training period, could result in delay or denial of promotion, classification and assignment into CASP MOS and position.

Line: 7**Item:** Option processing procedures**Comment:**

a. If applicant is otherwise eligible for enlistment, interview applicant to determine eligibility for enlistment under this option.

b. Ensure that applicant is aware of provisions of line 5 and 6 of this table.

c. Arrange date and time for audition of applicant as described below.

d. Audition procedures are shown below.

(1) Auditions will be conducted only by the Bandmaster (unless an exception is granted by State AG).

(2) Audition materials are shown below.

(a) 02B through 02L: Form A or B of the Watkins-Farnum Performance Scale (WEPS). (Publisher: Hal Leonard) and DA Form 1633-R (Band Audition Record).

(b) 02M: WEPS augmented by additional forms available from Commandant, US Army Element, School of Music, ATTN: ATTNG-SM-DTD, Naval

Amphibious Base (Little Creek), Norfolk, VA 23521.

(c) 02N: Same as above.

(d) 02T: Same as above.

(e) Audition results are shown below.

(1) Minimum audition score to qualify for enlistment in MOS 02B through 02L, and in MOS 02T, is a raw score of 87, or score as prescribed by instructions in special audition materials for MOS 01M, 01N and 02N and 02T to meet minimum technical proficiency requirements.

(2) If applicant does not receive a qualifying score or qualifying audition, applicant will be so advised at time of audition.

(3) If applicant passes that audition and elects to enlist in the band MOS, authorized auditioner may issue a letter of certification (figure 3-1) and raw or converted score. The letter will contain a statement either recommending or not recommending applicant for enlistment under Table 3-3. A copy of the completed audition form will be attached to this memorandum. Distribution of the memorandum of certification will be as follows:

(a) Original and one copy will be forwarded to responsible career counselor. (Original and copy will not be hand-carried to career counselor by the applicant.)

(b) One copy will be forwarded to applicant.

(c) One copy will be forwarded to State AG. The copy forwarded to the State AG will have a copy of the completed audition form attached.

f. Accelerated appointment and pay grade determination, either E4 or E5, will be at the discretion of the promotion authority based on a letter of recommendation issued by the Bandmaster and contingent on availability of a position vacancy in grade and MOS in which appointed. Authority for accelerated appointment will be this table.

Line: 8**Item:** Statement of enlistment**Comment:** NGB Form 594, Annex DD Form 4 (Civilian Acquired Skills Program Agreement Army National Guard), required by paragraph 3-15, will be completed for all applicants under this option.**Line: 9****Item:** Record entries and orders**Comment:**

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C3, NGR 600-200

a. For applicants required to enter on IADT, orders will be prepared using Format 260 (AD/ADT for 89 days or less) or Format 261 (ADT for 90 days or more), AR 310-10. Orders will contain "ARNG Bands Option, Table 3-2, NGR 600-200, as the response to the "Auth" lead line.

b. In item 39, DD Form 1966, enter proper statement from one of the following:

(1) Enter for ARNG Bands Option for CASP MOS (specify) with appointment to pay grade (specify) on completion of BT and proficiency training on IADT (minimum 12 weeks) and return to unit. (Table 3-3, Option 1.)

(2) Enter for ARNG Bands Option for CASP MOS (specify) with appointment to pay grade (specify) on completion of BT or IADT and 48 hours proficiency training during IDT. (Table 3-3, Option 3 or 5.)

(3) Enlisted for ARNG Bands Option for CASP MOS (specify) with appointment to pay grade (specify) on completion of BT (2 weeks IADT plus 32 hours IDT) and 80 hours proficiency training during IDT. (Table 3-3, Option 7.)

(4) Enlisted for ARNG Bands Option for CASP MOS (specify) with appointment to pay grade (Specify) on completion of BT (if required) and return to unit. (Table 3-3, Option 7.)

(5) Enlisted for ARNG Bands Option for CASP MOS (specify) in pay grade (specify). (Table 3-3, Option 8.)

c. In item 43a, DD Form 1966, enter "ARNG Bands (CASP) Table 3-3, NGR 600-200."

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TABLE 3-3
ARNG CASP Enlistment Training Options

Option (1)	Available to (2)	Training Requirement (3)	Initial Active Duty for Training (4)	Minimum Promotion Eligibility Period (5)
1.	Male, NPS 17 through 25 years of age	8 weeks of BT followed by 5 weeks of applicable training IADT	12 consecutive weeks	(See note 1) 3 months
2.	Male, NPS 17 through 25 years of age	8 weeks of BT followed by prerequisite training required by MOS	Minimum period depends on length of prerequisite training, but not less than <u>12</u> consecutive weeks	(See note 1) 4 months (See note 2)
3.	Male, NPS 26 through 34 years of age	8 weeks of BT on IADT plus 48 hours of proficiency training during IDT	8 weeks	(See note 1) 5 months
4.	Male, NPS, 26 through 34 years of age	8 weeks of BT followed by prerequisite training required by MOS	Minimum period depends on length of prerequisite training if completed during IADT	(See note 1) 4 months (See note 2)
5.	Female NPS, 17 through 34 years of age	8 weeks of BT followed by 48 hours proficiency training during IDT.	8 weeks	(See note 1) 4 months (See note 2)

TABLE 3-3, ARNG CASP Enlistment Training Options, continued

6.	Female NPS, 17 through 34 years of age	8 weeks of BT followed by prerequisite training required by MOS	Minimum period depends on length of prerequisite training if completed during IADT	(See note 2) 4 months (See note 2)
7.	(1) PS applicants requiring BT	8 weeks of BT	8 weeks	(See note 3)
	(2) PS applicants requiring BT and prerequisite training	8 weeks of BT followed by prerequisite training required by MOS	Minimum period depends on length of prerequisite training if completed during IADT	(See note 3)
	(3) PS applicants requiring prerequisite MOS training	Prerequisite training required by MOS	Minimum period depends on length of prerequisite training	(See note 3)
8.	PS applicants	None	None	(See note 1) May enlist with grade authorized by Table 3-1 for CASP MOS

NOTES:

1. Minimum promotion eligibility period as shown by this column is established from the time soldier enters on IADT or begins proficiency training, whichever is earlier. However, all training must be completed prior to accelerated promotion.

2. Minimum promotion eligibility period shown is based on average 8 week prerequisite MOS training requirement during IADT. Promotion cannot be affected until successful completion of all required training.

3. If soldier is required to complete BT (BT requirement not satisfied during previous military service); or to undergo prerequisite MOS training; or combination of both; then IADT period, training requirement, and minimum eligibility would depend on length of required training. Soldier would be eligible for promotion to accelerated grade on release from IADT, return to unit, and successful completion of all required training.

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DEPARTMENT OF THE ARMY
190th Army Band
Anywhere, Anystate 54321

(OFFICE SYMBOL)

(Date)

MEMORANDUM FOR: (Recruiter's Name), Recruiting Battalion, Post Office Building, 123 Anystreet, Anywhere, Anystate 54321

SUBJECT: Memorandum of Certification

1. Reference is made to NGR 600-200, chapter 3, Civilian Acquired Skills Program (CASP).
2. Using the selection criteria prescribed in Table 3-3, above reference, I auditioned (applicant's name), SSN 000-00-0000, 123 Anystreet, Anywhere, Anystate 54321 on (date). I determined (applicant's name) qualified for enlistment in MOS 02B (Trumpet Player) under CASP.
3. (Applicant's name) attained an audition raw score of 125 and is recommended for enlistment in pay grade E3 and accelerated promotion to E5. All required training must be completed to include skill proficiency during of at least 20 unit training assemblies. A current or projected position vacancy exists provided the individual is found best qualified for promotion.
4. Request you notify this unit with verification of enlistment or non-enlistment of (applicant's name).
5. This audition certification expires 30 days from date of audition.

1 Encl
Watkins-Farnum Performance
Scale

W. P. MUSICMAN
CW4, ARNG
Commander

CF:
TAG, Anystate
Applicant

Figure 3-1